



Building South Dakota's Healthcare Workforce

Summary Document

Thank you for participating in South Dakota's first Healthcare Workforce Summary. The following document serves as an initial report of strategies and recommendations that were presented in workgroup sessions held at the Summit. You will find the following recommendations on their respective pages:

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Capacity Defined: Capacity will address issues faced by post secondary institutions in providing slots in healthcare programs.

ISSUE 1: LACK OF FUNDING/RESOURCES

Solution 1: Define areas of need for healthcare professions programs and establish a baseline of current efforts.

Responsible Entity: Department of Health, Department of Labor, Board of Regents, Post-secondary Educational Institutions, Healthcare Providers

Solution 2: Determine currently existing partners and current efforts underway to secure additional funding for healthcare professions programs.

Responsible Entity: Department of Health, Department of Labor

Solution 3: Identify sources of funding.

Responsible Entity: Department of Health, Department of Labor, Department of Education, Board of Regents, Post-secondary Educational Institutions

ISSUE 2: LACK OF QUALIFIED FACULTY

Solution 1: Provide increased advanced training opportunities for faculty. Financially support those pursuing such training.

Responsible Entity: Board of Regents, Post-secondary Educational Institutions

Solution 2: Provide salary incentives for those advancing their training.

Responsible Entity: Post-secondary Educational Institutions

Solution 3: Determine if South Dakota is competitive in the market for recruiting qualified faculty.

Responsible Entity: Department of Labor, Post-secondary Educational Institutions

ISSUE 3: LACK OF QUALITY CLINICAL EXPERIENCES

This issue will be addressed in the “Clinicals/Internships” workgroup report found on page 6.



Recruitment/Retention Defined: Recruitment/Retention will focus on attracting healthcare workers to facilities in South Dakota and subsequently employing them long term.

ISSUE 1: CURRENT WAGES ARE NOT COMPETITIVE

Solution 1: When marketing South Dakota salaries, focus on the fact that disposable income in South Dakota is higher than in many states.

Responsible Entity: Local Healthcare Organizations, Department of Health, Department of Labor

Solution 2: Better educate youth on the exceptional quality of life in South Dakota. Encourage youth to return to the state, even after seeking employment in other states.

Responsible Entity: Department of Education, Local Schools

Solution 3: Work to understand generational differences in the workforce and work to meet the needs of each generation.

Responsible Entity: Professional Organizations/Healthcare Associations, Local Healthcare Organizations, Post-secondary Educational Institutions

ISSUE 2: RECRUITMENT OF HEALTHCARE PROFESSIONALS REQUIRES MEETING THE NEEDS OF THE ENTIRE FAMILY

Solution 1: Focus recruitment efforts on spouse employment, family activities, and quality of life.

Responsible Entity: Local Healthcare Organizations, Governor's Office of State Development and Tourism

Solution 2: Establish mechanisms to ‘grow your own’ workforce.

Responsible Entity: Local Healthcare Organizations, Post-secondary Educational Institutions

Solution 3: Promote the quality of life in South Dakota.

Responsible Entity: Local Healthcare Organizations, Department of Health

ISSUE 3: CURRENT WORKFORCE IS DIMINISHING

Solution 1: Cross train employees in rural facilities.

Responsible Entity: Local Healthcare Organizations

Solution 2: Establish a clearinghouse for vacancies and recruitment programs for healthcare workforce.

Responsible Entity: Department of Health, Local Healthcare Organizations

Solution 3: Expand educational opportunities in high schools by establishing more certified health science programs, health academies, etc.

Responsible Entity: Secondary Educational Institutions, Department of Education



Clinicals/Internships Defined: Clinicals/Internships will focus on how to create, expand, and develop opportunities for clinical and internship sites needed to train health professionals in South Dakota.

ISSUE 1: THE GEOGRAPHY AND POPULATION DISTRIBUTION WITHIN SOUTH DAKOTA MAKE IT DIFFICULT TO ATTRACT AND RETAIN CLINICAL INTERNSHIP OPPORTUNITIES

Solution 1: Encourage healthcare providers and healthcare program faculty to advance their education while continuing their current employment.

Responsible Entity: Local Healthcare Organizations, Post-secondary Educational Institutions

Solution 2: Establish a statewide clearinghouse for clinical opportunities.

Responsible Entity: Department of Health

Solution 3: Use technology to market rural communities as potential clinical sites.

Responsible Entity: Local Healthcare Organizations, Governor's Office of State Development and Tourism

ISSUE 2: HIGHER COSTS PER STUDENT FOR INTERNSHIPS THAN FOR CLASSROOM TRAINING

Solution 1: Provide scholarships/stipends for students pursuing internships.

Responsible Entity: Local Healthcare Organizations, Post-secondary Educational Institutions

Solution 2: Better market the communities in which internships are located.

Responsible Entity: Local Healthcare Organizations, Community Chambers of Commerce/Economic Development

**ISSUE 3: LACK OF COMMUNICATION/COORDINATION BETWEEN
EDUCATIONAL PROGRAMS REQUIRING INTERNSHIP SITES AND FACILITIES
HOSTING INTERNSHIPS**

Solution 1: Encourage programs that require internships to work together to coordinate training.

Responsible Entity: Department of Health, Post-secondary Educational Institutions, Local Healthcare Organizations

Solution 2: Develop a clinical education consortium and clearinghouse to coordinate internship sites.

Responsible Entity: Department of Health, Post-secondary Educational Institutions, Local Healthcare Organizations

Solution 3: Investigate best practices for clinical internship management in other rural states.

Responsible Entity: Department of Health



Student Perception/Awareness Defined: Student Perception/Awareness will focus on making students aware of careers in healthcare.

ISSUE 1: STUDENTS, AS WELL AS ADULTS SEEKING A SECOND CAREER, ARE NOT ALWAYS AWARE OF OPTIONS IN THE HEALTH FIELD

Solution 1: Coordinate available resources promoting health careers.

Responsible Entity: HOTT (Health Occupations for Today and Tomorrow) Program

Solution 2: Use technology and web-based resources to promote health careers.
Develop a web-based clearinghouse for all resources. (eg. SIMS Hospital, Success Maker software)

Responsible Entity: HOTT (Health Occupations for Today and Tomorrow) Program

Solution 3: Research available health career resources.

Responsible Entity: HOTT (Health Occupations for Today and Tomorrow) Program

ISSUE 2: STUDENTS ARE HESITANT TO PURSUE MATH AND SCIENCE CLASSES

Solution 1: Provide mentoring opportunities for students which encourage math/sciences classes.

Responsible Entity: Local Healthcare Organizations, Secondary Schools, Department of Education

Solution 2: Educate communities and educators on the critical need for healthcare workers.

Responsible Entity: HOTT (Health Occupations for Today and Tomorrow) Program

Solution 3: Encourage schools and healthcare facilities to partner to address the need for healthcare workers.

Responsible Entity: HOTT (Health Occupations for Today and Tomorrow) Program

ISSUE 3: THE 'REAL WORLD' OF HEALTHCARE IS OFTEN PORTRAYED INACCURATELY

Solution 1: Provide more shadowing opportunities. Work to address HIPAA restrictions.

Responsible Entity: Local Healthcare Organizations, Department of Health, Department of Education, Secondary Schools

Solution 2: Emphasize that a career in healthcare is a 'calling'.

Responsible Entity: Healthcare Organizations, Educators, Guidance Counselors

Solution 3: Provide mentoring and shadowing opportunities that depict reality in healthcare, not the Hollywood version.

Responsible Entity: Local Healthcare Organizations, Secondary Educational Institutions



Pipeline Defined: Pipeline will focus on students' transition from secondary to post secondary to advanced degree to career.

ISSUE 1: STUDENTS ARE NOT ALWAYS AWARE OF WHICH HEALTH CAREERS ARE AVAILABLE TO THEM

Solution 1: Increase awareness among K–12 students, as well as non–traditional students, on the variety of healthcare careers that are available. Increase awareness among guidance counselors so that they may better provide pertinent information regarding health careers.

Responsible Entity: HOTT (Health Occupations for Today and Tomorrow) Program

Solution 2: Increase collaboration between business partners and the educational system. Develop a list of what resources currently exist. Develop public service announcements to showcase various healthcare careers.

Responsible Entity: HOTT (Health Occupations for Today and Tomorrow) Program, Local Healthcare Organizations, Local Educational Institutions

Solution 3: Encourage counselors and advisors in primary, secondary and post–secondary schools to encourage health careers.

Responsible Entity: HOTT (Health Occupations for Today and Tomorrow) Program, Local Educational Institutions, Local Healthcare Organizations

ISSUE 2: THE NUMBER OF STUDENTS ENTERING THE LABOR FORCE IS DECLINING

Solution 1: Expand recruiting base, including non–traditional students.

Responsible Entity: Post–secondary Educational Institutions, Local Healthcare Organizations

Solution 2: Expand healthcare education programming accessibility and provide financial support for the expansion. Develop new and innovative ways to deliver educational programming.

Responsible Entity: Department of Education, Local Healthcare Organizations, Legislature

Solution 3: Improve the support system to encourage students to stay in their chosen health field and re-direct to another health career, if need be.

Responsible Entity: School Counselors/Advisors

ISSUE 3: LACK OF RESOURCES FOR EDUCATIONAL PROGRAMMING

Solution 1: Encourage collaboration at the community level by providing scholarships, training opportunities, job shadowing opportunities, financial support, etc. for employees who wish to further their career.

Responsible Entity: Local Healthcare Organizations, Post-secondary Educational Institutions, Legislature

Solution 2: Seek support and increased funding for education programming.

Responsible Entity: Healthcare Associations, Local Healthcare Organizations, Department of Health, Department of Education, Department of Labor, Governor's Office

Solution 3: Seek outside grants.

Responsible Entity: Department of Health, Department of Labor, Department of Education, Post-secondary Educational Institutions